

EDITED KSA LISTING

CLASS: Teacher (Elementary – Multiple Subjects), Correctional Facility

NOTE: Each position within this classification may be required to possess all or some of these knowledge, skills or abilities.

#	Knowledge, Skill, Ability
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	Knowledge of:
K1.	Comprehensive knowledge of principles and methods of teaching in order to provide a variety of instructional programs or courses to adult inmate students in a correctional setting.
K2.	Basic knowledge of principles of educational psychology as applied to teaching to provide a positive learning environment, motivate inmate students, identify special educational needs, and to communicate with other CDC professional staff.
K3.	Comprehensive knowledge of current trends in educational methods in order to implement programs, provide educational services, and enhance classroom instruction.
K4.	Comprehensive knowledge of remedial teaching techniques and adapting instruction to inmate students' deficiencies to fully participate equitably in an educational program, ensure program success, and to provide classroom intervention/support in order for the inmate students to fulfill their educational goals.
K5.	Basic knowledge of emotional problems of inmate students in a state correctional facilities to develop inmate students self esteem, a personalized approach to learning, connection to the learning environment, and to make medical referrals if needed.

	Skill to:
S1.	Provide leadership and motivation to inmate students to improve their academic achievements, sense of responsibility, decision making ability, and accountability.
S2.	Teach inmate students to develop academic goals and objectives, evaluate learning, and to achieve instructional competencies.
S3.	Work effectively with other subject matter experts to teach techniques that enhance the active involvement of inmate students appropriate to a variety of subject matter materials.
S4.	Gain the interest, respect, and cooperation of inmate students to the degree with specific teaching methods to demonstrate an atmosphere that is fair, firm, and consistent in a classroom setting.
S5.	Develop socially acceptable attitudes in inmate students by modeling acceptance for cultural, racial, and individual differences in order for inmate students to positively program within the institution to successfully reintegrate back into society.
S6.	Communicate effectively in support of mutual respect, two way communication, support relationships among the staff, between staff and inmate students, between staff and administration, and with public entities.

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S7.	Analyze situations accurately and take effective action to promote classroom procedures that support inmate student learning, maintain standards for inmate student behavior, promote social development, group responsibility, and create a physical environment that engages all students.
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	Special Requirements:
SR1.	Willing to continue educational development in order to maintain a highly professional and well qualified staff that is up to date with current educational trends.
SR2.	Willingness to work in a State correctional facility in order to ensure the appropriate and effective educational services in compliance with various laws, rules, regulations, policies, and procedures, etc.
SR3.	Participate in group-oriented treatment programs in order to meet court mandated programs and institutional mission.
SR4.	Maintain an empathetic and objective understanding of inmate students by evaluating their life and school experiences, learning styles, etc. in order to adapt their personalized educational program accordingly.
SR5.	Demonstrate teaching ability to maximize use of expertise that will result in inmate student short-term and long-term achievement and foster life long learning.
SR6.	Emotional stability to establish and maintain a standard for inmate student behavior to ensure institutional security and a healthy classroom setting.
SR7.	Tact, patience, open-mindedness, and high moral standards valuing inmate students' diverse backgrounds, interests, developmental and educational needs by providing appropriate support in a correctional education setting.

	Special Physical Characteristics:
SPHY 1.	Have and maintain sufficient strength, agility, and endurance to perform teaching duties and other duties as required by the institution during stressful (physical, mental, and emotional) situations encountered on the job without compromising the health and well being of their fellow employees or that of inmates.